



Legal Aid of North West Texas

EQUAL JUSTICE VOLUNTEER PROGRAM

2006 ANNUAL WORK PLAN

ADOPTED BY

LANWT BOARD OF DIRECTORS

December 10, 2005



"EQUAL JUSTICE UNDER LAW"
Over 50 years of civil legal aid to the low-income community in North & West Texas



Legal Aid of NorthWest Texas
EQUAL JUSTICE VOLUNTEER PROGRAM

LEADERSHIP TEAM

Board of Directors Equal Justice Initiative Committee

Rebecca Greenan, Chairperson
Charles Lotter
Mattie P. Compton
Bob Lindsey
Grace Weatherly
Sally Crawford

Richard Stewart, Jr.
Eliza Lara
Wilma Black
John Scott
Janice Payne
Julia Stephens

Branch Office Equal Justice Volunteer Program Coordinators

| | | |
|------------------------------|--------------------------------------|---|
| ABILENE | Guadalupe Elizondo | elizondog@lanwt.org |
| AMARILLO | Luisa Vigil | vigill@lanwt.org |
| DALLAS-DVAP | Sara Hewitt-Managing Attorney | hewitts@lanwt.org |
| DENTON | Glenda Hill | hillg@lanwt.org |
| FORT WORTH | Ellena Simmons | simmonse@lanwt.org |
| LUBBOCK | Nancy Mojica | mojican@lanwt.org |
| McKINNEY | Jan Kearney | kearneyj@lanwt.org |
| MIDLAND | Pedro Fierro | fierrop@lanwt.org |
| NAACP Justice Project | Rosa Turner | turnerr@lanwt.org |
| ODESSA | Pedro Fierro | fierrop@lanwt.org |
| PLAINVIEW | Luisa Vigil | vigill@lanwt.org |
| SAN ANGELO | Tonnie Robbins | robbinst@lanwt.org |
| WAXAHACHIE | Sharon-Ann Demaske | demaskes@lanwt.org |
| WICHITA FALLS | Linda Gomez | gomezl@lanwt.org |

Central Administration

| | | |
|-------------------------|--|---|
| Kathy D. Duncan | Director of Pro Bono & Bar Relations | duncank@lanwt.org |
| Jesse L. Gaines | Chief Executive Officer | gainesj@lanwt.org |
| Jonathan Vickery | Director of Advocacy & Grants Administration | vickeryj@lanwt.org |
| Sam Prince | Director of Development | princes@lanwt.org |
| Barbara Kivlin | Director of Finance & Budget | kivlinb@lanwt.org |
| Rita Paul | Director of Human Resources | paulr@lanwt.org |
| Vernon Lewis | General Counsel | lewisv@lanwt.org |

EQUAL JUSTICE VOLUNTEER PROGRAM

2006 PAI Plan

OUR PLEDGE FOR EQUAL ACCESS TO JUSTICE

Legal Aid of NorthWest Texas (LANWT) Equal Justice Volunteer Program (EJVP) is a collaborative partnership supported by the private bar and its members, public service providers, and community professionals that donate their time and talent to help address the unmet civil legal needs of low-income citizens. LANWT's EJVP 2006 Plan demonstrates how we will continue and create new delivery methods to increase client services through pro bono participation and establish new partners willing to join hands with LANWT in providing high-quality free legal assistance to eligible clients throughout our 114 county service area.

The 2006 EJVP Plan was developed from the 14 branch office plans in recognition that LANWT's Staff Program does not possess adequate resources to meet the demands for legal aid without the help of private attorneys, lay volunteers, and partnerships with public service providers. Our Plan focus is on working together in a coordinated and integrated manner that ensure effective and efficient utilization of available resources in the delivery of civil legal services to eligible clients through pro bono participation.

In 2006, LANWT's EJVP will work with the legal profession at all levels to ensure that clients have equitable access to necessary assistance including self-help, legal education, advice, brief services, and litigation representation. We will seek private attorney involvement both on a pro bono basis and reduced fee contracts in our rural counties where there are limited resources.

We will utilize technology to expand and improve client services and recruitment efforts in our urban and rural counties. We will add a link on LANWT's website to each branch office pro bono program that will allow access to program information and volunteer opportunities. Finally, our 2006 EJVP Plan describes resource development initiatives that will be undertaken in an effort to increase pro bono services and generate revenue through fundraising campaigns that will enhance legal assistance to eligible clients.

ENGAGING A NETWORK OF VOLUNTEERS

LANWT has an Equal Justice Volunteer Program in each of its branch offices which are located in Abilene, Amarillo, Dallas, Denton, Fort Worth, Lubbock, McKinney, Midland, Odessa, Plainview, San Angelo, Waxahachie, and Wichita Falls. Our EJV Programs offer a variety of volunteer opportunities that are designed to provide civil legal services to clients who meet our priority and income eligibility guidelines. All of our branch office pro bono programs are continuously seeking volunteers interested in donating their time and talent in the delivery of legal aid to our eligible client population. Volunteers that participate in our pro bono program consist of:

- **Judges** who volunteer in our evening legal clinic programs by proving-up pro se and agreed divorce cases, serve on CLE seminar planning teams, act as presenters at substantive law training events, and serve on local pro bono advisory boards.
- **Private Attorneys** staff our legal clinics, accept pro bono civil law cases, act as mentors, presenters at CLE training events, serve on speaker's panels, provide assistance to pro se litigants, act as mediators, co-counselors, and serve on our pro bono advisory boards.
- **Paralegals, Legal Assistants, and Legal Secretaries** conduct intake eligibility screening at our community legal clinics, draft pleadings under the volunteer attorney's supervision, conduct legal research and perform administrative functions.
- **Court Clerks** file Original Petitions and Waiver of Citations, conform and certify Final Divorce Decrees at our monthly Agreed Divorce Legal Clinic and prove-up hearings.
- **Court Reporters** donate court-reporting services for depositions on pro bono cases, render services at night court and law firm prove-up hearings.
- **Librarians** assist with keeping our law libraries updated, dispose of outdated materials, and organize legal documents for easy access by our volunteer lawyers.
- **Law and Paralegal Students, Community Advocates and other professionals** provide support services to attorneys that handle pro bono cases, perform intake screening at legal clinics, conduct legal research, and perform case management administrative tasks.

In 2006, we will continue to provide orientation training and support services to ensure a continuous nurturing process to help retain and attract new volunteers. We will effectively utilize volunteer partners in the delivery of legal aid as well as solicit their ideas for resource development activities and to help identify new innovative delivery models that will open the doors of justice for the poor. We will do whatever is needed to ensure volunteers are supported and program resources are available to help represent our clients.

WORKING WITH THE PRIVATE BAR, LAW FIRMS, LAW SCHOOLS AND PUBLIC SERVICE PROVIDERS

BAR ASSOCIATIONS

All of our branch office pro bono programs have built a strong relationship with the private bar to support and promote private attorney involvement. Currently, there are 46 local majority and specialty Bar Associations that co-sponsor our legal clinics, pro bono recognition events, substantive law CLE seminars, provide time on meeting agenda for recruitment appeals, utilize bar publications to announce pro bono events, and assist with volunteer attorney recruitment efforts. The Dallas Bar and Tarrant County Bar Associations are partners in our Disaster Relief Projects to provide legal aid to Katrina and Rita evacuees. This partnership has been an invaluable resource on our already taxing need for pro bono representation.

In 2006, we will continue our partnership with the Dallas Bar Association and Tarrant County Bar Association that co-sponsor our annual Access to Justice Campaigns. In 2004, LANWT received \$152,980.00 from the DBA campaign and \$23,396.00 from the TCBA campaign. This revenue significantly made a difference that helped support the delivery of civil legal aid in Dallas and Tarrant counties.

In our rural areas, the EJVP Coordinators are currently working with the local Pro Bono Advisory Boards to plan a local fund-raising campaign by December 2006. Recently, the Abell Hangar Foundation awarded LANWT with two challenge grants in the amount of \$14,000 each for Ector and Midland counties. To receive these grants, LANWT must raise from non-governmental sources an equivalent amount in cash by April 30, 2006. The Managing Attorneys in Midland and Odessa, EJVP Coordinator, and Central Administration Management team are in the process of implementing a fund-raising strategy that will involve the local Pro Bono Advisory Boards, LANWT Board Representatives from these two counties, and key stakeholders to help support our effort in meeting our challenge goal as required by the Foundation.

BAR ASSOCIATION PARTNERSHIPS

ABILENE

- **Abilene Bar Association**
- **Brown County Bar Association**

AMARILLO

- **Amarillo Area Bar Association**

| | |
|----------------------|---|
| DALLAS | <ul style="list-style-type: none"> • Dallas Asian-American Bar Association • Dallas Association of Young Lawyers • Dallas Bar Association • Dallas Hispanic Bar Association • J. L. Turner Legal Association • Denton Bar Association |
| DENTON | |
| FORT WORTH | <ul style="list-style-type: none"> • Arlington Bar Association • Black Women Lawyers Association of Tarrant County • Erath County Bar Association • Fort Worth-Tarrant County Young Lawyers Association • Johnson County Bar Association • Mexican American Bar Association • Northeast Tarrant County Bar Association • Palo Pinto County Bar Association • Parker County Bar Association • Tarrant County Bar Association • Tarrant County Black Bar Association • Tarrant County Debtors Bar Association |
| Lubbock | <ul style="list-style-type: none"> • Lubbock County Bar Association • Lubbock County Women Lawyers Association • Lubbock County Young Lawyers Association • Lubbock Criminal Defense Lawyers • Mexican American Bar Association • South Plains Family Law Association • South Plains Trial Lawyers Association • West Texas Bankruptcy Bar Association |
| McKINNEY | <ul style="list-style-type: none"> • Collin County Bar Association • Collin County Young Lawyers Association • Fannin County Bar Association • Frisco Bar Association • Grayson County Bar Association • Grayson County Young Lawyers Association • Hunt County Bar Association • Plano Bar Association • Rockwall County Bar Association |
| MIDLAND | <ul style="list-style-type: none"> • Midland County Bar Association • Midland County Young Lawyers Association |
| ODESSA | <ul style="list-style-type: none"> • Ector County Bar Association • Ector County Young Lawyers Association |
| PLAINVIEW | <ul style="list-style-type: none"> • Plainview Bar Association |
| SAN ANGELO | <ul style="list-style-type: none"> • Tom Green County Bar Association |
| WAXAHACHIE | <ul style="list-style-type: none"> • Ellis County Bar Association • Kaufman County Bar Association |
| WICHITA FALLS | <ul style="list-style-type: none"> • Wichita County Bar Association |

LAW FIRMS

During 2006, LANWT's EJV Programs will work with law firms at all levels to help promote the pro bono effort. Through-out our service areas, we have established an excellent working relationship with law firms which support the pro bono effort by encouraging its associates to accept cases, staff our legal clinics, act as mentors and provide financial contributions to expand client services. We will use our recruitment and marketing experiences to attract new law firms to become a participating pro bono partner.

In 2005, the Dallas Volunteer Attorney Program in collaboration with the law firm of Weil, Manges & Gotshal LLP launched a "Lend-a-Lawyer" pilot program designed to place an associate onsite in the Dallas office to work on pro bono cases for three months. This partnership has been invaluable in increasing pro bono legal aid to low-income DVAP clients. As a result of this outstanding and innovative model, DVAP will seek other law firms to adopt its "Lend-a-Lawyer" program on quarterly bases in 2006. DVAP's Lend-a-Lawyer program is a delivery model that can be replicated by other law firms in our urban service areas. We will work with the local pro bono advisory boards in Fort Worth and Lubbock to help identify potential law firms to present the Lend-a-Lawyer delivery concept in hopes of recruiting at least one firm in each area who will agree to become a partner in a pilot program based on DVAP's model by December 31, 2005.

LAW SCHOOLS

We have established partnerships with Texas Wesleyan School of Law in Fort Worth, SMU Dedman School of Law in Dallas, and Texas Tech University School of Law in Lubbock. Law Schools are key leaders in promoting law student pro bono participation and have proven to be a significant source in encouraging them to become involved in pro bono activities prior to graduating from law school. This initial involvement provides an opportunity for law students to experience the importance of providing pro bono civil legal assistance to the disadvantaged. We have law student internship placements in our staff and pro bono programs as well as opportunities which involve interviewing clients at our legal clinics and assisting volunteer attorneys with pro bono cases. These law schools also accept pro bono cases in their clinical programs which enabled LANWT to increase client services. In 2006, we will continue this important partnership with the three law schools and will seek to establish new pro bono opportunities for law students.

PUBLIC SERVICE PROVIDERS

Public Service Providers which support LANWT's pro bono effort have demonstrated partnerships facilitate a sharing of resources to help address and provide a full-range of services needed by our clients. We established partnerships with crisis centers, social service agencies, law enforcement, community action groups, housing crisis centers, government agencies, churches and a host of other organizations that provide support and in-kind donations to our Equal Justice Volunteer Program.

As of October 1, 2005, more than 70 public service providers donated "free" space valued at \$58,688.00 to house our 74 community legal clinics. In 2006 we will continue our collaborative partnerships which help off-set our expenses to hold our monthly and quarterly community legal clinics. By having legal clinics in low-income neighborhoods provide a vital service for people who need legal help but cannot afford to miss work during regular intake hours. Our legal clinics also provide an opportunity for volunteers to perform pro bono services in the Evenings and on Saturdays.

WORKING WITH PRIVATE ATTORNEYS

Private attorneys who perform pro bono work understand that LANWT's staff attorneys cannot handle the demands for legal assistance from the eligible client population. In addition to the traditional pro bono delivery methods, private attorneys staff our legal clinics, act as mentors to less experienced volunteer attorneys, conduct community legal education workshops, volunteer on our Pro Bono Advisory Boards, and contribute to our Access to Justice Campaigns.

In 2006, we will continue our multi-facet delivery models to give every attorney interested in doing pro bono work an opportunity to utilize their talent and expertise in providing services to low-income clients. We will continue to assist the volunteer attorney in every way possible to guarantee that "high quality" legal assistance is rendered to eligible clients. We will continue to provide:

- **Malpractice Insurance** at no cost for the duration of a pro bono case;
- **Sample pleadings and forms** to be as a model for case work;
- **Volunteer law students and paralegals** to provide technical support;
- **Reimbursement** of extraordinary litigation and out-of-pocket expenses;
- **Case maintenance and follow-up** until the case is closed, and
- **Time records** to track donated hours.

The Dallas Volunteer Attorney Program (DVAP) has a full-time Mentoring Attorney to provide technical support to volunteer attorneys. DVAP has also developed a listing of volunteer mentor attorneys to assist new or inexperienced private attorneys. In our other branch offices, LANWT staff attorneys are available to serve as mentors and co-counselors. Volunteer attorneys also have access to our program's resources such as our law library, secretarial support and usage of our copying equipment to help offset some of the costs related to pro bono representation.

We will continue to provide monthly MCLE video trainings and live substantive law seminars that are designed as recruitment events for pro bono case commitments as well as provide an opportunity for attorneys to earn "free" CLE credits to help them meet their annual State Bar of Texas continuing legal education requirements. Additionally, we will utilize volunteer attorney enhancement services that are available through Texas Lawyers Care (TLC) of the State Bar of Texas (SBOT) that consist of:

- **Professional development videotapes** at no cost whereby the attorney must agree to accept a pro bono case in exchange of receiving "free" CLE credit.
- **Free SBOT Professional Development Scholarships** to substantive law seminars awarded to attorneys that agree to meet the two pro bono case requirements.
- **Mentor/Mentee Program** through which both the mentor and mentee receive up to five CLE participatory credit hours. This program allows an opportunity to recruit new attorneys while at the same time attract seasoned attorneys to act as mentors.
- **Access to texaslawyershelp and texaslawhelp websites** for SBOT publications, practice manuals, and substantive law training materials to assist attorneys that participate in pro bono programs.

All of our 14 Equal Justice Volunteer Programs will host a 2006 pro bono awards event in collaboration with the local bar associations. Our pro bono recognition events are implemented to ensure that volunteers who contribute their time and talent are acknowledged for their valuable donated services in the provision of civil legal aid to our client population.

PROVIDING LEGAL AID TO OUR CLIENTS

As a large pro bono program, we face many obstacles such as territory diversity, counties with enormous resources while others have little to no resources. Therefore, it is imperative that we utilize various delivery

models to help meet the demands for civil legal aid and to attract attorneys willing to participate in our pro bono programs. All of our EJV Programs use a combination of various delivery models that consist of:

- **pro bono panels** designed for attorneys willing to accept cases within their field of expertise;
- **reduce fee contracts** in rural counties to increase client services;
- **general, specialized, advice, and pro se legal clinics** located in low-income neighborhoods;
- **community legal education workshops** used as a proactive method to educate low-income citizens their rights in civil legal matters that affects their livelihood, and
- **hotline advice and counsel services** wherein applicants can call our 800 number to obtain advice, brief services and referral to our branch offices if extended legal assistance is needed.

Case priorities and income eligibility guidelines adopted annually by LANWT's Board of Directors are utilized to determine case acceptance for pro bono referral. Clients who meet our income and priority guidelines receive pro bono legal assistance for problems involving: government benefits including social security and unemployment compensation, consumer law such as unfair sales practices, contract disputes and bankruptcy; housing issues from tenant-landlord disputes to real estate, employment law involving individual rights, dissolutions of marriage with domestic violence and other family law matters and various other civil legal matters. In addition to our providing legal aid to our current client population, pro bono services are also rendered to Katrina and Rita hurricane evacuees.

As well as utilizing our traditional method of referring cases by telephone, we will continue to post cases on our Project VCR (Virtual Case Referral) email listserv and on the texaslawyershelp website.

- **Project VCR** launched in March 2005, was modeled after the Dallas Volunteer Attorney Program which has been very successful in placing cases by email. Each branch office EJVP has created a local listserv of private attorneys willing to accept cases through the email. Although Project VCR is still in a growth phase, cases accepted through email posting have been successful in Abilene, Amarillo, McKinney, Midland, Odessa, Plainview, and San Angelo.
- **Texaslawyershelp** is a statewide website of partnering organizations that include: Texas Legal Services Center, Texas Lawyers Care, Texas Access to Justice Commissions, Texas Equal Access to Justice Foundation, Texas Bar Foundation, Lone Star Legal Aid, Texas RioGrande Legal Aid and Legal Aid of NorthWest Texas. The website has a "new case" feature that allows on-line posting of client cases that need the assistance of pro bono attorneys. The website enables LANWT's EJV Programs to expand its search for volunteer attorneys looking for pro bono opportunities through a statewide network. Additionally, texaslawyershelp has a link on **www.sbotfam.org**, **www.tafls.org**, and **www.tyla.org** websites which further enhances recruitment opportunities for pro bono participation on the local level.

Our community legal clinics serve as alternative intake sites in an effort to provide services to potential citizens who are employed during routine intake hours and who do not have transportation to travel to legal aid offices. Our evening and Saturday clinics also provide an opportunity for volunteers to perform “pro bono” services that will not interfere with their work situation. In 2006, we plan to establish **20 new legal clinics** located in low-income neighborhoods in the follow branch office areas:

- **Amarillo-5 clinics:** Wills/Directive to Physicians Clinics in Amarillo, Dumus, Dalhart, and a Bankruptcy Clinic in Amarillo;
- **Denton-A** Pro Se Divorce clinic;
- **Fort Worth-A** Pro Se Divorce clinic;
- **Lubbock-A** general walk-in clinic in collaboration with Texas Tech University School of Law;
- **Midland-2 clinics:** A Housing Law and Pro Se Divorce clinics;
- **NAACP Justice Project-4 Clinics focusing on discrimination matters** in Tarrant County;
- **Odessa-A** general legal clinic;
- **Plainview-3 clinics:** A Wills/Directive to Physicians, Bankruptcy and Advice only clinics;
- **San Angelo-A** Wills Clinic, and
- **Waxahachie-A** general legal clinic in Kaufman County.

METHODS TO ENSURE PROGRAM EFFECTIVENESS AND QUALITY ASSURANCE

LANWT has a uniform intake procedure which includes standardized applications/questionnaires, case status letters, disengagement letters, and a program-wide information brochure that explains legal aid’s services. All of our documents are produced in English and Spanish. LANWT’s pro bono programs operate under the same policy requirements as the staff program. In addition, we have an EJVP Procedure Manual to ensure program accountability pursuant to LSC PAI Regulations. We use the same RealLegal Practice Manager database which has systematic quality control mechanisms for case management, oversight, electronic case files, and communication through the email. At case closure, all of our clients are sent a Satisfaction Questionnaire to provide feedback on the quality of services received through our program. This process allows us to monitor program efficiency and effectiveness from our clients’ perspective.

We have Pro Bono Advisory Boards comprised of Judges, private attorneys, and public service representatives established in each of our 13 branch office Equal Justice Volunteer Programs. Advisory board members help to promote the local pro bono recruitment efforts, assist in planning substantive law seminars and community legal education workshops, act as presenters at training events, and help market the local pro bono effort. The Dallas Volunteer Attorney Program (DVAP) is a joint partnership of the Dallas Bar Association (DBA) and LANWT. Program oversight and support is provided by the DBA Community Services Fund (CSF) Board of Directors. The CSF Board members are very active in DVAP annual fundraising campaign as well as program development activities.

Key stakeholders who participate on our Pro Bono Advisory Boards and the Dallas Bar Association CSF Board reflect a coordinated effort toward achieving client-oriented and comprehensive delivery systems that allow for innovated ideas, program growth, and creative solutions to ensure the availability of equitable legal assistance to eligible clients. When the responsibility of access to justice is shared, it increases both human and financial resources in the delivery of legal aid to low-income citizens.

MARKET VALUE OF LANWT'S PRO BONO PROGRAM

LANWT utilizes the same fair market rates used by the State Bar of Texas and the Texas IOLTA Program to determine the value of donated services provided by private attorneys which is \$150 per hour. Lay volunteer donated time is valued at \$20 per hour which is one-half of the market rates of \$40 per hour.

LANWT's 2005 EJVP budget is \$721,267.00 which covers direct and indirect program costs. As of October 1, 2005, our volunteers collectively donated **14,244.77** hours (5,165.9 attorney hours and 9,078.87 lay volunteer hours) valued at **\$956,462.40** (\$774,885.00 attorney time and \$181,577.40 lay volunteer time). Coupled with volunteer donated services, LANWT also received **\$130,073.00** in-kind contributions that consisted of free space to house our legal clinics, office equipment, digital copier, furniture, and advertisements in the news media. The total value of volunteer services and in-kind donations to LANWT's pro bono program was **\$1,086,535.40 as of October 1, 2005**. By December 31, 2005, it is projected the value of our EJVP Programs will exceed more than 1.5 million dollars.

In 2006, we will aggressively work towards increasing volunteer participation by at least 25 percent in each of our branch office locations. Currently there are **23,437 licensed attorneys** in our 114-county service area; of this number **5,222 attorneys** are enrolled in our pro bono program which represents **23% attorney participation**. We will strive to increase private attorney participation in an effort to decrease the number of cases rejected due to no attorney available to accept a pro bono case referral. As of October 31, 2005, we rejected 3,758 cases. Of this number there were **1,681 eligible applicants** that wanted extended legal assistance but were given advice or brief services. If a majority of attorneys in our service area would make a commitment to accept at least one pro bono case in 2006, eligible clients that need extended services will be able to obtain a volunteer attorney.

2006 GOALS FROM LOCAL EQUAL JUSTICE VOLUNTEER PROGRAMS

In addition to LANWT's EVJP overall commitment to work the local majority and specialty bar associations, the judiciary, law firms, private attorneys, and public service providers, our local pro bono programs plan to maximize private attorney involvement by utilizing available resources and creating new partnerships in the pro bono effort. For 2006, our branch office Equal Justice Volunteer programs will strive to develop more resources and collaborative partners in an effort to increase client services by implementing the following EJVP branch office goals:

ABILENE

Coordinator: Guadalupe Elizondo

- Contact every attorney in our service area who is not a volunteer.
- Continue to strengthen our relationship with local bar organizations by attending and making recruitment appeals at their meetings. The more they know the better they will work with us.
- Secure free space from a community organization to expand CLE training opportunities in Brownwood that will be used as a recruitment tool to increase client services.
- Increase the number of referrals in non-family law matters.
- Conduct outreach activities in Eastland, Haskell and Nolan counties for attorney recruitment.
- Strive for 100% participation in counties with less than 20 attorneys. Increase participation in counties with 20 or more attorneys by 25% to 50%. Participation will be by pro bono commitments, staffing a clinic or making a financial contribution.

AMARILLO

Coordinator: Luisa Vigil

- Continue current legal clinics and establish 5 new clinics: 2 in Amarillo and a legal clinic in Dumus, Dalhart, and Pampa.
- Continue monthly MCLE video showings to use as recruitment events for pro bono case commitments.

- Continue to work close with the Amarillo Bar Association in an attempt to recruit new attorneys by providing information on pro bono opportunities that are available and to seek volunteers to staff the clinics.
- Visit large and small law firms to recruit new attorneys and lay advocate volunteers.
- Work with the Pro Bono Advisory Board to plan a fundraising event before December 31, 2006.
- Contact attorneys currently enrolled to accept a pro bono case but did not accept a case in 2005 in an effort to increase client services.

DALLAS –Dallas Volunteer Attorney Program

Managing Attorney: Sara Hewitt

- To further support and enhance the cooperative and collaborative efforts already in place with the Dallas Bar Association and its specialty sections and specialty bars;
- To further support and enhance the cooperative and collaborative efforts already in place with the Housing Crisis Center and other area legal and public service providers;
- To continue the recruitment, training and retention of both attorney and non-attorney volunteers to deliver civil legal services to the poor through the program components of DVAP;
- To increase the recruitment, training and retention of minority and bi-lingual or multi-lingual attorneys to assist those minority and ethnic constituencies in the low-income community;
- To develop new program models or components in specialty areas like estate planning and bankruptcy to attract volunteers and support them in the delivery of civil legal services to the low-income community and
- To maintain a committed and productive volunteer base by providing mentoring support and recognition opportunities for each and every volunteer working with DVAP in the pursuit of delivering high quality civil legal services to the low-income community.

DENTON

Coordinator: Glenda Hill

- Hire full-time EJVP Coordinator by December 31, 2005.
- Increase number of private attorneys in EJVP program both in Denton and rural counties.
- Make quarterly trips to rural counties and make EJVP presence known with local attorneys.
- Increase outreach to other social service organization in rural counties. More specifically, make trips on a quarterly basis to rural counties and conduct community education seminars.
- Recruit and train volunteer “intake” assistants to possibly expand clinics in outlying areas.
- Continue meeting with newly formed Pro Bono Advisory Board on a quarterly basis to help promote the pro bono effort and to help develop new projects that will increase client services.
- Establish Pro Se Divorce Clinic in Denton.

FORT WORTH

Coordinator: Ellena Simmons

- To obtain grants to fund a two-day Family Law and a one day Social Security Law Seminar.
- To continue to serve the needs of low-income communities through the legal clinic program without sacrificing confidentiality of applicants and retention of volunteers.
- To continue to build on current partnerships with local bar associations, law school, legal studies classes, community groups and other social service agencies in an effort to increase the delivery of effective legal services to more low-income clients.
- Maintain relationship with Texas Wesleyan School of Law to recruit students seeking mandatory pro bono hours. Continue to refer Social Security/Family Law cases to Law Clinic to increase case referrals by 50%.
- Continue to support the Tarrant County Bar Association’s LegalLine effort to provide free legal advice via telephone by referring applicants who are unable to attend a legal clinic or seeking advice only.
- Continue to take advantage of new technology, including web access and internet to refer pro bono cases and offer registration for training to attorneys. Also, maintain updated information for the client population and create availability of self help information and links to other legal and social service providers.
- Establish a pro se divorce legal clinic in Tarrant County.
- To reenergize efforts to involve the large Tarrant County Law Firms in developing or re-activating a pro bono policy to create a panel for pro bono case referrals and to develop a link on LANWT website to garner interest.

LUBBOCK

Coordinator: Nancy Mojica

- To continue to work closely with the Lubbock County Bar Association, specialty bar associations, law firms, and social service agencies in an effort to provide high quality legal services to low-income eligible people through the legal clinics.
- Continue the evening legal clinics in low-income neighborhoods.
- Continue the “Wills Clinic” in conjunction with Texas Tech University School of Law Clinical Program. This will be held either in September or October of every year when the law school starts their fall classes.
- Establish MCLE video courses once a month in our office. This will start in January 2006.
- Continue to work with the Pro Bono Advisory Board to help shape the private attorney involvement effort.
- Continue the Pro Bono Case Referral Model in Lubbock County and the Reduced Fee Model in our surrounding counties. Focus on recruiting attorneys to do more pro bono work in the rural counties.
- Work with key stakeholders at Texas Tech University School of Law towards establishing a monthly general legal clinic.

McKINNEY

Coordinator: Jan Kearney

- Recruit volunteer attorneys, paralegals and lay volunteers to increase client services.
- Hold monthly and/or quarterly legal aid clinics and special outreach clinics in each of our five counties.
- Provide CLE opportunities for volunteer attorneys as a recruitment method to increase client services.
- Work with corporate legal departments, law schools and community colleges to recruit pro bono volunteers.
- Hold annual award events to recognize the pro bono attorney of the year and thank other pro bono participants.

MIDLAND

Coordinator: Pedro Fierro

- Develop pro bono opportunities in rural areas where there are a reasonable number of attorneys to recruit to accept pro bono cases, reduce fee cases and/or staff the community legal clinics.
- Contact each private attorney listed in the State Bar of Texas Directory in an attempt to recruit them to staff our afternoon/evening clinics or agree to participate in our Virtual Case Referral email system or through the texaslawyershelp web site.
- Secure a funding source to purchase a digital projector to provide CLE video training programs in rural counties as an effort to increase private attorney participation and pro bono case acceptances.
- Seek assistance from the local Bar Association to help create a monthly newsletter by the first quarter in 2006 to keep attorneys abreast of pro bono opportunities, training events and resource development events.
- Continue to hold monthly Pro Bono Advisory Board meetings and increase the membership to include the President of the Midland County Young Lawyer’s Association and attorneys who participate with statewide programs such as Robert Miller from Big Springs who is Vice Chair of the SBOT Pro Bono College.
- Establish a Housing and Pro Se Divorce clinics in Midland.
- Plan pro bono awards recognition event in collaboration with the Midland County Bar Association.

NAACP JUSTICE PROJECT

Coordinator: Rosa Turner

- Establish 4 new discrimination legal clinics that will be held in English and Spanish low-income neighborhoods in an effort to increase client services.
- Continue to attend the monthly Minority Leaders & Citizens Council, the Mexican-American Bar and the Tarrant County Bar Association meetings to recruit volunteers to staff the legal clinics and to accept pro bono cases.
- Implement monthly Community Legal Education Workshops at various locations in Tarrant County that will be utilized to advise potential clients of their rights as well as an opportunity to conduct intake to increase client services with discrimination matters.
- Conduct an Advanced Discrimination Seminar to be used as a tool for attorney recruitment.
- Continue partnerships with Tarrant County EEOC and other public service providers in an effort to promote and expand services to applicants with discrimination issues.

- Continue existing discrimination legal clinics at the Diamond Hill Community Center, Shiloh Missionary Baptist Church, Cobb Park Center, North Tri-Ethnic Community Center, Eugene McCray Community Center, Martin Luther King Community Center, Como Community Center and Lulac District XXI Center.
- Continue quarterly Pro Bono Advisory Board meetings that will be utilized to help promote the Justice Project and its efforts to provide services to clients with discrimination problems.

ODESSA

Coordinator: Pedro Fierro

- Continue to work with the Ector County Bar Association as well as the Ector Young Lawyers Association to further expand the number of private attorneys who are taking pro bono cases or volunteer at the evening clinics.
- Work with the Pro Bono Advisory Board to brainstorm about EVJP activities they wish to focus resources to increase client services. Meetings will occur monthly or quarterly based on the member's general consensus.
- Establish a general walk-in clinic in a neighborhood that has a large Spanish-speaking client population.
- Because the 2005 Family Law Essentials Seminar, co-sponsored by the State Bar of Texas Family Law Section held September 2005 was successful in recruiting pro bono attorneys, our goal in 2006 will be to get more local district judges to support the pro bono effort.
- Conduct outreach in rural counties to recruit volunteer attorneys.
- Continue the collaborative partnership with Odessa College Legal Assistant Program to recruit students that need volunteer hours to compete their Associate's Degree. Continue the relationship with a graduate of the Legal Assistant Program who coordinates the Evening legal clinics in Odessa and Midland.
- Host the 2006 Pro Bono Recognition event in collaboration with the Ector County Bar Association and the Ector County Young Lawyers Association.

PLAINVIEW

Coordinator: Luisa Vigil

- Establish 3 community clinics: a Wills and Directive to Physicians clinic, a Bankruptcy clinic, and an Advice Clinic that will be held quarterly.
- Continue to hold monthly MCLE free Video trainings to recruit private attorneys to accept pro bono cases.
- Continue partnership with the Plainview Area Bar Association, attend monthly meetings, and work towards implementing a fundraising campaign or event.
- Hold quarterly Pro bono Advisory Board Meetings to help identify specific recruitment functions to enhance pro bono participation, staff new legal clinics, and to provide input in organizing a fundraising campaign.
- Contact attorneys currently enrolled to accept a pro bono case but did not accept a case in 2005 in an effort to increase client services.
- Conduct outreach activities in rural counties to recruit new attorneys and implement legal education workshops in the client community.

SAN ANGELO

Coordinator: Tonnie Robbins

- Continue to recruit new attorneys to accept pro bono case referrals by conducting outreach efforts in our 9-county service area.
- Work closely with our Pro Bono Advisory Board to help with recruitment and outreach efforts. Seek the board's assistance in creating a fund-raising event involving local attorneys as well as attorney in our outlying counties.
- Implement a recognition awards ceremony in conjunction with the Tom Green County Bar Association's annual meeting.
- Increase private attorney involvement by visiting the offices of new attorneys who have located to our service area and revisit existing attorneys who are on our Pro Bono and Reduced Fee panels.
- Increase the visibility of the Branch EJV Program in the rural communities by making personal contact with attorneys to advise of pro bono opportunities available through our program.
- Recruit more attorneys to participate in Project VCR by sending invitation letters to attorneys in our service area not already included on our email referral panel.
- Hold another estate planning seminar in Ballinger and possibly one in Concho County that would draw applicants from other counties in our service area.

- Continue to recruit volunteer attorneys to host “Lawyer’s Corner” for the newly implemented question and answer segment of the news telecast with one of the local television stations.

WAXAHACHIE

Coordinator: Sharon-Ann Demaske

- Re-send a recruitment letter to attorneys in Ellis and Kaufman counties with the signatures of the county Bar Presidents, Pro Bono Advisory Board Chair, and the branch office Managing Attorney to increase pro bono case acceptances in both counties.
- Implement a CLE Seminar by the end of January 2006 in Ellis County that will be used as a recruitment event to increase private attorney involvement.
- Establish a general legal clinic in Ennis Texas.
- Work with the Kaufman County Pro Bono Advisory Board to begin discussions towards establishing a Pro Se Divorce Legal Clinic.
- Make personal visits to attorneys in Ellis and Kaufman counties to explain pro bono opportunities in an effort to increase participation in the pro bono efforts.
- Use the local media in Ellis and Kaufman counties to get articles published regarding the pro bono program as well as focusing on volunteer attorneys that handle pro bono cases.
- Hold an award ceremony in conjunction with the Ellis County Bar Association and the Kaufman County Bar Associations at their annual dinner event.

WICHITA FALLS

Coordinator: Linda Gomez

- Handle as many priority cases in all of the 12 counties in the Wichita Falls service area to increase client services by ten percent;
- Maintain participating volunteer attorneys and recruit new attorneys by offering monthly CLE video trainings for free CLE credits and initiate competitive contests for attorneys that donate the most hours doing pro bono work.
- Target outreach and recruitment efforts in Archer, Baylor Clay, Childress, Cottle, Foard, Hardeman, King, Knox, Wichita, Wilbarger, and Young Counties. Increase attorney participation thru case commitments, staffing a legal clinic, and/or making a financial contribution.
- Seek better ways to serve the low-income community by developing and maintaining legal advice clinics to address clients legal needs;
- Continue to work on public relations by implementing an awards recognition event in collaboration with the local bar association, working the Pro Bono Advisory Board and contacting the local news media for free public service announcements.

In 2006, LANWT’s Equal Justice Volunteer Program will seize every opportunity to ensure at we have delivery systems which are relevant in meeting the legal needs of our client population. We will focus on maintaining and developing collaborative partnerships to help promote pro bono opportunities and the utilization of resources in an efficient manner. We will ensure appropriate referrals are made to our public service partners, seek input from key stakeholders to help shape the pro bono effort, and build a strong network of volunteers vital in achieving client access to the justice system through pro bono participation.

LOOKING FOR PRO BONO OPPORTUNITIES AND WOULD YOU LIKE TO VOLUNTEER?

INTRESTED IN MAKING A FINANCIAL CONTIRBUTION?

VISIT OUR WEB SITE AT www.lanwt.org.